

The Illinois Human Rights Commission

The Human Rights Commission (IHRC) maintains offices in Chicago and in Springfield. The IHRC consists of thirteen Commissioners; the Executive Director; the Chief Administrative Law Judge, the Deputy Chief Administrative Law Judge and eight Administrative Law Judges; the Chief Fiscal Officer; the General Counsel, Deputy General Counsel, and Assistant General Counsel, and Administrative Support Staff.

Request for Review

When the Department of Human Rights (IDHR) dismisses a charge for lack of substantial evidence of discrimination, the Complainant may file a Request for Review with the IHRC or file a complaint in the Circuit Court within 90 days after receipt of the Notice of Dismissal. When the IDHR dismisses a charge for failure to attend a fact-finding conference the Complainant may either file a Request for Review with the IHRC or file a complaint in the Circuit Court within 90 days of receipt of the Notice. The IHRC's decision may be appealed in the appropriate Illinois Appellate Court.

Filing a Complaint

If the IDHR finds substantial evidence of discrimination and issues notice, in order to advance the case, the Complainant must either: (1) File a complaint in the appropriate circuit court within 90 days of receiving the notice, or (2) Request the IDHR file a complaint with the IHRC on the Complainant's behalf within 30 days of receiving the notice. If the IDHR does not complete its investigation within 365 days, or any agreed extension, the Complainant then has 90 days to either: (1) File a complaint with the IHRC or (2) File a complaint in the appropriate Circuit Court.

The Hearing

The matter is set for hearing before an ALJ within 30 to 90 days after the complaint has been filed with the IHRC. After the hearing, the ALJ issues a Recommended Order and Decision (ROD). If either party objects to the ROD, exceptions may be filed and the ROD will be reviewed by a three-member panel of Commissioners. The panel may adopt, reverse or modify the ROD, or remand the ROD back to the ALJ. If the ROD is adopted, it becomes the IHRC's final decision. The IHRC's final decision may be appealed in the appropriate Illinois Appellate Court. Attorney representation is strongly advised.

Illinois Human Rights Commission
William G. Stratton Building, Room 802
401 South Spring Street
Springfield, Illinois 62706
Phone: (217) 785.4350
Fax: (217) 524.4877
TTY: (217) 557.1500

Illinois Human Rights Commission
James R. Thompson Center
100 W. Randolph Street
Suite 5-100
Chicago, IL 60601
Phone: (312) 814.6269
Fax: (312) 814.6517
Website: www.state.il.us/ihrc

To File a Charge of Discrimination

Illinois Department of Human Rights
James R. Thompson Center
100 W. Randolph Street
Suite 10-100
Chicago, IL 60601
Phone: (312) 814-6200 or
Springfield Phone:
(217) 785-5100
www.state.il.us/dhr

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Illinois Human Rights Commission (IHRC)



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Patricia Bakalis Yadgir
Commissioners

N. Keith Chambers
Executive Director

Illinois Human Rights Commission Mission

The Illinois Human Rights Commission (IHRC) is dedicated to promoting freedom from unlawful discrimination as defined by the Illinois Human Rights Act. The Act forbids discrimination based on sex, age, race, color, religion, arrest record, marital status, familial status, disability, citizenship, national origin, ancestry, unfavorable military discharge, military status, retaliation, sexual harassment, sexual orientation and order of protection status.

The Act forbids discrimination in employment, real estate transactions, education, public accommodations and access to financial credit.

Our mission is to provide a neutral forum for resolving complaints of discrimination filed under the Act.

Our primary responsibility is to make impartial determinations of whether there has been unlawful discrimination as defined by the Act. We are also responsible for furnishing information to the public about the Act and the IHRC.

We strive to provide professional, competent, and considerate service to everyone who seeks information from us or who has a case before the IHRC.

